

*P.D. Subject*

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Support Bulletin Article

Promotion Recommendations No Longer To Be Included In Fitness Reports

"Don't make promises you can't keep." How often have we heard these words used particularly as an admonition to supervisors in their daily relations with the people who work for them! Like virtue and other noble things, we believe in the principle but, under various social and organization pressures, find it hard to apply to the case at hand. This introduction is intended to remind employees and supervisors of organization policy that recommendations for promotions will not be made in our fitness reports.

There are many good reasons for this policy with the prime one that of keeping the fitness report, which is the most important official channel of communication between the supervisor and the individual, free of misunderstanding. We are all aware of the increasing competition for promotion spaces within the various Career Services, which must consider larger groups of competitors than does the supervisor. Decisions at the Career Service level are always agonizing and involve intangibles such as mobility and potential as well as work performance which is the focus of the fitness report. The fitness report is one of the important factors in reaching a promotion decision but it is not the only one. Furthermore, promotion recommendations are made through channels to the Career Services at times which no longer coincide necessarily with fitness report time for the various grades. These are some of the reasons why promotion recommendations will no longer be made in fitness reports.

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